

JOB PROFILE		
Department:	Education	
Job title:	KS3 Teacher	
Reports to:	Assistant Principal	
Responsible for:	N/A	
Level/Grade:	Hours of work: Full time	Salary Scale: Teacher Main Pay Scale
<p>Job Purpose:</p> <ul style="list-style-type: none"> To be responsible for a year group class as the Class Teacher To raise standards of student progress and achievement To be accountable for student progress and development within the Transition Department To be a role model of professionalism and good practice To ensure the provision of an appropriately broad, balanced, relevant, and differentiated curriculum for students in the Transition Department. 		
Job Description		
<p>Key Accountabilities:</p> <ul style="list-style-type: none"> Teaching & Learning Curriculum Development Assessment and Student Progress Behaviour Management Multi-disciplinary working Continuing Professional Development 		
<p>Main Duties and Activities</p> <p>Leading and Developing</p> <ul style="list-style-type: none"> Contribute to the culture of continuous professional development for educational support staff, where learning and development activity is closely linked to individual, team and organisational priorities Develop a holistic approach to meeting Social, Emotional and Mental Health needs, enabling learners to make good progress by working with other teachers, support staff, families, and external agencies Support the reflective and restorative culture taking into account the personal, social and emotional needs of students Promote equality of opportunity and diversity in all aspects of the job and challenge inequality and discrimination and/or report concerns as appropriate Work as a member of the team, planning cooperatively, sharing information, ideas, and expertise Establish good relationships with families to promote students' learning and development Contribute to the development and implementation of Individual Education/Behaviour Plans, Risk Assessments, Personal Care and Therapy Care programmes for students 		

- Establish therapeutic relationships with students and interact with them according to individual needs
- Organise a person-centred learning environment allowing students to take ownership of their learning and ambitions
- Liaise with members of the support and therapeutic team and, as appropriate, with parents/carers in the support of learners and attend parents' evenings
- Promote good student behaviour, dealing promptly with conflict and incidents in line with established policy and encourage students to take responsibility for their own behaviour
- Ensure effective communication/consultation as appropriate with the parents/ carers of students
- Manage the available resources of staff, space, and equipment efficiently within the limits, guidelines and procedures laid down

Curriculum

- Innovate and develop an inclusive, inspiring, and enriching curriculum
- Ensure that curriculum planning moves the school forward for the benefit of the students, by taking account of the diversity, values and experience of the school and its wider community
- Ensure that appropriate aims and objectives and schemes of work are fully developed and in place for all topics within the curriculum area
- Develop and maintain a programme of activities which contribute to the school's enrichment programme
- Work with members of the Senior Leadership Team in the development, review, and evaluation of the curriculum, including contribution to the self-assessment process
- Maintain a practical understanding of service standards and Quality Improvement initiatives relevant to the curriculum area and work to these standards, engaging in personal and professional development as appropriate

Teaching and learning

- Teach consistently good or better lessons
- Be accountable for the development and delivery of the curriculum
- Ensure that the key whole school priorities are delivered to a high standard
- Ensure that high quality, appropriate schemes of learning and assessment strategies are in place for all year groups and being followed by Department colleagues
- Keep up to date with and respond to national developments in the subject area and teaching practice and methodology
- Establish common high standards of practice within the Department and develop the effectiveness of teaching and learning styles
- Ensure that individual behaviour strategies are incorporated into all planning for teaching and learning, are rigorously monitored and evaluated and appropriately changed when required
- Work collaboratively with the school's therapy teams in setting up joint targets and implementing therapy programmes
- To ensure that all learning equipment is in good order and available for the delivery of lessons
- To effectively plan lessons that are stimulating, relevant and well-structured to a wide range of abilities, social, emotional and communication needs to ensure all students are able to participate and reach their full potential
- Ensure that the Department quality procedures meet the requirement of Self Evaluation and the School Improvement Plan

Achievement and Progress

- Establish and monitor the robust process of setting of targets within the Department and to work towards their achievement
- Track the progress of students with Autism and Social, Emotional and Mental Health needs using the available data and monitor the impact of interventions, sharing this with the SENCo and other relevant professionals

- Ensure the maintenance of accurate and up-to-date information concerning student progress within the Department on the management information system
- Analyse and evaluate, performance data provided and take swift and appropriate action in response to underachievement

Main Duties and Responsibilities – Other

- Support the Senior Leadership Team in all health and safety matters and take reasonable care for the health and safety of yourself and other persons who may be affected by your acts or omissions at work
- To develop and enhance expertise in supporting students with complex social, emotional and mental health needs by attending training and working alongside relevant internal and external professionals such as psychologists and therapists
- Provide outreach to those students unable to access the curriculum within school
- Cover classes for absent colleagues in accordance with OHC&AT guidelines, which may be reviewed from time to time
- Carry out administrative tasks related to courses and attend meetings as required by Senior Leadership Team
- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person
- Support the marketing of courses both inside and outside the OHC&AT including attendance at open events. This will involve flexible working (i.e. occasional evenings)
- Undertake all duties and responsibilities in accordance with OHC&AT policies and relevant legislation, inclusive of Equal Opportunities, Health & Safety, Data Protection, Child and Vulnerable Adult Protection, Financial regulations and Quality frameworks. To report any concerns to the appropriate person
- Undertake any other duties consistent with the objectives and level of responsibility of the post as may be required by the Senior Leadership Team and/or OHC&AT
- If required, act as a Form tutor for groups of learners

Person Specification	
Criteria	Essential = E Desirable = D
Qualifications and Training	
<ul style="list-style-type: none"> • Hold a relevant degree or equivalent qualification • Hold a recognised full teaching qualification such as QTS or be willing to undergo teacher training in line with current regulations • Post graduate SEN qualification • A clear understanding of the features of high quality teaching and learning • Commitment to the safeguarding of all learners • Demonstrable effectiveness in promoting equality and diversity through teaching, managing the learning environment and challenging discriminatory behaviour and attitudes • Access to transport to access satellite centres 	E E D E E E D
Knowledge and Experience	
<ul style="list-style-type: none"> • Knowledge and experience of the national curriculum • Experience of working with students with social, emotional and mental health needs • Effective teaching and learner progress • Effective in using a broad range of assessment measures as a driver for improving learners' performance • Interest in working with vulnerable students • Understanding of alternative and therapeutic interventions for student progression • Experience of working with students with challenging behaviours • Proven good standard of teaching skills and abilities or demonstrable potential to attain the highest standards of teaching • Innovative and competent in utilising all available resources to provide a stimulating learning environment 	E E E E E D E E E
Skills, Abilities and Personal Attributes	
<ul style="list-style-type: none"> • Remains motivated, even when under pressure, to ensure that a high standard service to the customer is maintained • Excellent communication and facilitation skills with all stakeholders • Excellent team-working skills with a record of working co-operatively to achieve individual and team goals • Excellent interpersonal skills and the ability to communicate effectively, both verbally and in writing, with all stakeholders • Committed to reflecting on own performance, seeking and accepting constructive feedback and learning from own experiences • A high level of tolerance and an entirely non-judgmental attitude to children whose behaviour may be challenging • Adopt a reflective and restorative approach 	E E E E E E E
Date produced: September 2024	